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*P.O. Box 3581, Trenton NJ 08629*

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### NIA Waiver: Inappropriate Language, Behavior and Hold Harmless Agreement

Harassment is a form of discrimination based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, age, disability, or genetic information (including family medical history). Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
- Unlawful harassment may occur without economic injury to, or discharge of, the victim.

I have carefully read and reviewed the "Waiver: Inappropriate Language, Behavior and Hold Harmless Agreement," understand it fully and I execute it voluntarily.

Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Participant Signature

\_\_\_\_\_

Participant Printed Name

\_\_\_\_\_

Parent/Guardian Signature (required if participant is under the age of 18)

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Parent/Guardian Name (required if participant is under the age of 18)

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